

HUBUNGAN ANTARA AMALAN KEPIMPINAN DISTRIBUTIF DAN
AMALAN KOMUNITI PEMBELAJARAN PROFESIONAL DALAM
KALANGAN PEMIMPIN SEKOLAH DI NEGERI JOHOR.

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Tesis ini dikemukakan sebagai
memenuhi syarat penganugerahan
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Untuk mak, walid dan keluarga tercinta.



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ABSTRAK

Kepimpinan distributif adalah teori kepemimpinan yang popular terutamanya dalam kalangan pemimpin sekolah. Kajian ini bertujuan mengenal pasti hubungan antara amalan kepemimpinan distributif dan amalan komuniti pembelajaran professional dalam kalangan pemimpin sekolah menengah di negeri Johor. Kajian ini menggunakan pendekatan kuantitatif dengan reka bentuk korelasi dan disokong oleh pendekatan kualitatif. Bagi fasa kuantitatif, seramai 358 orang pemimpin sekolah dipilih menggunakan persampelan rawak berkelompok daripada sekolah menengah di negeri Johor. Negeri Johor dipilih kerana jumlah kajian berkaitan amalan kepemimpinan distributif yang melibatkan semua pemimpin sekolah adalah terhad. Data dikumpul menggunakan dua instrumen soal selidik iaitu “*Perception of Distributed Leadership Practices*” oleh Hairon dan Goh (2015) dan “*Professional Learning Communities Assessment – Revised*” oleh Olivier *et al.* (2010) yang telah diadaptasi daripada bahasa Inggeris ke dalam Bahasa Melayu. Data dianalisis menggunakan ujian korelasi, ujian-T dan ujian regresi berganda menggunakan perisian SPSS Statistik Versi 25. Bagi fasa kualitatif, lapan orang pemimpin sekolah dipilih dalam kalangan pemimpin sekolah menengah di negeri Johor menggunakan kaedah pemilihan peserta bertujuan. Data dikumpul melalui temubual separa berstruktur dan analisis dokumen, seterusnya dianalisis menggunakan perisian NVivo versi 12. Hasil ujian korelasi menunjukkan, terdapat hubungan yang signifikan antara amalan kepemimpinan distributif dan amalan komuniti pembelajaran professional. Hasil ujian-T menunjukkan terdapat perbezaan yang signifikan antara kepemimpinan distributif pemimpin sekolah dari segi jantina dan lokasi sekolah. Hasil ujian regresi berganda menunjukkan terdapat pengaruh yang signifikan di antara setiap amalan komuniti pembelajaran professional terhadap amalan kepemimpinan distributif. Hasil temubual dan analisis dokumen mendapati pemimpin sekolah menengah di negeri Johor mengamalkan budaya sekolah selain penurunan kuasa terhad, membangunkan kepimpinan, membuat keputusan bersama dan penglibatan secara kolektif di dalam komuniti pembelajaran professional.

ABSTRACT

Distributed leadership is a popular theory of leadership especially among school leaders. This study aimed to identify the relationship between distributed leadership practices and professional learning community practices among secondary schools in Johore. This study uses a quantitative approach with correlation design and is supported by a qualitative approach. For the quantitative phase, a total of 358 school leaders were selected using group random cluster sampling from Johor secondary schools. The schools involved are schools with a complete line-up of school leaders, especially principals and senior assistants to assist in the data collection process. The state of Johor was chosen because, the number of studies on distributed leadership practices involving all school leaders are limited. Second, the number of studies conducted in the state of Johor is also found to be limited. Data were collected using two questionnaires namely Perception of Distributed Leadership Practices by Hairon and Goh (2015) and Professional Learning Communities Assessment - Revised by Olivier *et al.* (2010) which was adapted from English into Malay. Data were analyzed using SPSS Statistics Version 25. For the qualitative phase, eight school leaders were selected among secondary school leaders in the state of Johor using the purposive participant selection method. Data were collected through semi-structured interviews and document analysis and then analyzed using NVivo software version 12. Correlation test data showed that there was a significant relationship between distributed leadership practices and professional learning community practices. T-Test data showed that there was a significant difference between the distributed leadership of school leaders in terms of gender and school location. The results of multiple regression tests showed that there were significant influences between professional learning community practice and distributed leadership practice. Interviews and document analysis found that secondary school leaders in the state of Johor practice school culture, bounded empowerment, developing leadership, shared decision-making, and collective involvement in the professional learning community.

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PTTA UTHM
PERPUSTAKAAN TUNKU TUN AMINAH

SENARAI SIMBOL DAN RINGKASAN

DLSMSA	-	Dasar Latihan Sumber Manusia Sektor Awam
IAB	-	Institut Aminuddin Baki
IPGM	-	Institut Pendidikan Guru Malaysia
JPN	-	Jabatan Pelajaran Negeri
JPNJ	-	Jabatan Pelajaran Negeri Johor
KPM	-	Kementerian Pendidikan Malaysia
KOMPAS	-	Kopetensi Pemimpin Sekolah
KV	-	Kolej Vokasional
LDP	-	Latihan Dalam Perkhidmatan
LEBQ	-	<i>Leader Empowering Behavior Questionnaire</i>
LET	-	<i>Learn English Together</i>
NPQEL	-	<i>National Profesional Qualification Education Leadership.</i>
PDLP	-	<i>Perception Of Distributed Leadership Practices.</i>
PDPC	-	Pembelajaran dan pemudahcaraan.
PLCA-R	-	<i>Professional Learning Community Assessment – Revised.</i>
PPPM	-	Pelan Pembangunan Pendidikan Malaysia 2013 -2025.
PPD	-	Pejabat Pendidikan Daerah.
PLC	-	<i>Professional Learning Community</i>
PYD	-	Pegawai Yang Dinilai
SBP	-	Sekolah Berasrama Penuh.
SIPartners+	-	<i>School Improvement Partners</i>
SISC+	-	<i>School Improvement Specialist Coaches.</i>
SKPMG2	-	Standard Kualiti Pendidikan Malaysia Gelombang ke Dua
SMK	-	Sekolah Menengah Kebangsaan.
UMS	-	Universiti Malaysia Sabah.
UPM	-	Universiti Putra Malaysia.
UUM	-	Universiti Utara Malaysia.

- UKM - Universiti Kebangsaan Malaysia.
UNIZA - Universiti Sultan Zainal Abidin.



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